

Appendix 2: General Classification Group Regional Data by Class

Bay Area Region

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Account Clerk II	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City and County of San Francisco	Senior Account Clerk	\$3,852	\$4,682			\$351		\$965					\$358	\$6,356
City of Hayward	Senior Account Clerk	\$3,824	\$4,590		\$84	\$321		\$2,001	\$137	\$22			\$67	\$7,222
City of Oakland	Account Clerk II	\$3,192	\$3,916			\$196		\$1,121	\$97	\$23			\$57	\$5,410
City of San Jose	Account Clerk II	\$3,364	\$4,089					\$977	\$102	\$17			\$59	\$5,244
City of Vacaville	Account Clerk II	\$3,067	\$3,727					\$1,121	\$77	\$19			\$54	\$4,998
County of Alameda	Account Clerk II	\$3,114	\$3,682					\$1,185	\$124				\$282	\$5,273
County of Contra Costa	Account Clerk-Experienced Level	\$2,889	\$3,582			\$175		\$1,134	\$73				\$274	\$5,238
County of Marin	Accounting Assistant	\$3,377	\$3,994			\$165	\$690						\$58	\$4,907
County of San Mateo	Fiscal Office Assistant II	\$3,021	\$3,777			\$309		\$1,020	\$74	\$15			\$289	\$5,484
County of Santa Clara	Account Clerk II	\$3,131	\$3,778			\$264		\$1,305	\$113	\$11			\$55	\$5,526
County of Solano	Accounting Clerk II	\$2,986	\$3,666	\$92		\$220		\$897	\$86	\$12			\$280	\$5,253
Federal Government - Bay Area	Fiscal Accounts Clerk	\$2,877	\$3,739		\$187			\$697					\$279	\$4,902

Base Salary Median		\$3,778
Base Salary Mean		\$3,935
Percentage Above or Below Median		-31.35%
Percentage Above or Below Mean		-36.83%

Total Compensation Median	\$5,263
Total Compensation Mean	\$5,484
Percentage Above or Below Median	-29.18%
Percentage Above or Below Mean	-34.62%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City and County of San Francisco	Biologist II	\$4,806	\$6,886					\$965					\$527	\$8,378
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Biologist	\$5,592	\$6,796					\$977	\$102	\$17			\$99	\$7,991
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Agricultural Biologist II	\$4,210	\$5,089			\$356		\$1,305	\$113	\$11			\$74	\$6,948
County of Solano	No Comparable Class													
Federal Government - Bay Area	Biologist	\$3,563	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,826
Base Salary Mean		\$6,407
Percentage Above or Below Median		-22.24%
Percentage Above or Below Mean		-14.73%

Total Compensation Median	\$8,184
Total Compensation Mean	\$7,931
Percentage Above or Below Median	-17.10%
Percentage Above or Below Mean	-13.47%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Facility Repair Worker	\$4,503	\$5,472					\$977	\$102	\$17			\$79	\$6,647
City of Vacaville	Maintenance Worker - Facilities	\$3,523	\$4,282					\$1,121	\$77	\$19			\$62	\$5,561
County of Alameda	Building Maintenance Worker II	\$5,306	\$5,306					\$1,185	\$124				\$406	\$7,021
County of Contra Costa	No Comparable Class													
County of Marin	Building Maintenance Worker II	\$4,490	\$4,903			\$202	\$717						\$71	\$5,894
County of San Mateo	No Comparable Class													
County of Santa Clara	General Maintenance Mechanic II	\$3,604	\$4,353			\$305		\$1,305	\$113	\$11			\$63	\$6,150
County of Solano	Building Maintenance Assistant	\$2,663	\$3,236	\$81		\$194		\$897	\$86	\$12			\$248	\$4,754
Federal Government - Bay Area	Maintenance Worker	\$3,269	\$3,815		\$191			\$697					\$284	\$4,987

Base Salary Median		\$4,353
Base Salary Mean		\$4,481
Percentage Above or Below Median		-24.48%
Percentage Above or Below Mean		-28.14%

Total Compensation Median	\$5,894
Total Compensation Mean	\$5,859
Percentage Above or Below Median	-24.27%
Percentage Above or Below Mean	-23.54%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City and County of San Francisco	Carpenter	\$5,276	\$6,413			\$481		\$965					\$491	\$8,350
City of Hayward	Facilities Carpenter II	\$4,748	\$5,576		\$84	\$390		\$2,001	\$137	\$22			\$81	\$8,291
City of Oakland	Carpenter	\$4,602	\$5,652			\$283		\$1,121	\$97	\$23			\$82	\$7,258
City of San Jose	Carpenter	\$5,015	\$6,091					\$977	\$102	\$17			\$88	\$7,275
City of Vacaville	No Comparable Class													
County of Alameda	Carpenter		\$5,692					\$1,185	\$124				\$435	\$7,436
County of Contra Costa	Carpenter	\$4,953	\$5,460		\$85	\$266		\$1,134	\$73				\$418	\$7,436
County of Marin	Building Maintenance Worker III	\$5,047	\$5,533			\$229	\$736						\$80	\$6,578
County of San Mateo	Carpenter-mill cabinet worker	\$5,856	\$5,856			\$479		\$1,020	\$74	\$15			\$448	\$7,892
County of Santa Clara	Carpenter	\$5,836	\$5,836			\$409		\$1,305	\$113	\$11			\$85	\$7,758
County of Solano	Building Trades Mechanic	\$4,112	\$4,998	\$125		\$300		\$897	\$86	\$12			\$382	\$6,800
Federal Government - Bay Area	Carpenter	\$4,250	\$4,954		\$248			\$697					\$369	\$6,268

Base Salary Median		\$5,652
Base Salary Mean		\$5,642
Percentage Above or Below Median		-40.88%
Percentage Above or Below Mean		-40.63%

Total Compensation Median	\$7,436
Total Compensation Mean	\$7,395
Percentage Above or Below Median	-40.39%
Percentage Above or Below Mean	-39.60%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Certified Nursing Assistant	\$2,354	\$2,862					\$879	\$90	\$9			\$219	\$4,059
City and County of San Francisco	Nursing Assistant	\$4,026	\$4,892			\$367		\$965					\$374	\$6,598
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Certified Nursing Assistant	\$2,569	\$3,213		\$85	\$157		\$1,134	\$73				\$246	\$4,908
County of Marin	No Comparable Class													
County of San Mateo	Medical Services Assistant	\$3,037	\$3,796			\$311		\$1,020	\$74	\$15			\$290	\$5,506
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$3,796
Base Salary Mean		\$3,967
Percentage Above or Below Median		-32.63%
Percentage Above or Below Mean		-38.61%

Total Compensation Median	\$5,506
Total Compensation Mean	\$5,671
Percentage Above or Below Median	-35.65%
Percentage Above or Below Mean	-39.70%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City and County of San Francisco	Chemist II	\$5,014	\$7,055					\$965					\$540	\$8,560
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Chemist	\$5,592	\$6,796					\$977	\$102	\$17			\$99	\$7,991
City of Vacaville	Lab Analyst	\$4,515	\$5,488					\$1,121	\$77	\$19			\$80	\$6,785
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	Clinical Laboratory Specialist	\$4,414	\$5,365	\$134		\$322		\$897	\$86	\$12			\$410	\$7,226
Federal Government - Bay Area	Chemist	\$5,273	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,796
Base Salary Mean		\$6,312
Percentage Above or Below Median		-21.25%
Percentage Above or Below Mean		-12.61%

Total Compensation Median	\$7,991
Total Compensation Mean	\$7,794
Percentage Above or Below Median	-13.96%
Percentage Above or Below Mean	-11.15%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City and County of San Francisco	Dietician	\$4,869	\$5,919			\$444		\$965					\$453	\$7,781
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Nutritionist II	\$4,609	\$5,538					\$1,185	\$124				\$424	\$7,271
County of Contra Costa	Dietician	\$4,091	\$4,973		\$85	\$243		\$1,134	\$73				\$380	\$6,888
County of Marin	Nutritionist	\$4,470	\$5,335			\$220	\$730						\$77	\$6,363
County of San Mateo	Dietician	\$4,717	\$5,896			\$482		\$1,020	\$74	\$15			\$451	\$7,938
County of Santa Clara	Clinical Dietitian II	\$5,041	\$6,100			\$427		\$1,305	\$113	\$11			\$88	\$8,044
County of Solano	Public Health Nutritionist	\$4,130	\$5,020	\$126		\$301		\$897	\$86	\$12			\$384	\$6,826
Federal Government - Bay Area	Dietician	\$4,359	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$5,717
Base Salary Mean		\$5,705
Percentage Above or Below Median		-38.36%
Percentage Above or Below Mean		-38.06%

Total Compensation Median	\$7,526
Total Compensation Mean	\$7,440
Percentage Above or Below Median	-38.69%
Percentage Above or Below Mean	-37.11%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City and County of San Francisco	Senior Medical Social Worker	\$5,584	\$6,786			\$509		\$965					\$519	\$8,779
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Psychiatric Social Worker II	\$5,408	\$6,230					\$1,185	\$124				\$477	\$8,016
County of Contra Costa	Mental Health Clinical Specialist	\$4,153	\$6,165		\$85	\$301		\$1,134	\$73				\$472	\$8,229
County of Marin	Licensed Mental Health Practitioner	\$5,384	\$6,481			\$268	\$764						\$94	\$7,607
County of San Mateo	Psychiatric Social Worker II	\$5,134	\$6,419			\$525		\$1,020	\$74	\$15			\$491	\$8,544
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Social Worker	\$6,320	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$6,450
Base Salary Mean		\$6,716
Percentage Above or Below Median		10.83%
Percentage Above or Below Mean		7.14%

Total Compensation Median	\$8,387
Total Compensation Mean	\$8,518
Percentage Above or Below Median	-0.85%
Percentage Above or Below Mean	-2.43%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Construction and Maintenance Supervisor I	\$6,263	\$7,689			\$384		\$1,121	\$97	\$23			\$111	\$9,426
City of San Jose	Trades Supervisor	\$6,767	\$8,249					\$977	\$102	\$17			\$120	\$9,465
City of Vacaville	Public Works Supervisor - Facilities Maintenance	\$5,542	\$6,736										\$515	\$7,251
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	Building Maintenance Supervisor	\$5,919	\$7,266			\$300	\$788						\$105	\$8,459
County of San Mateo	Supervising Stationary Engineer	\$5,999	\$7,498			\$613		\$1,020	\$92	\$15			\$574	\$9,812
County of Santa Clara	No Comparable Class													
County of Solano	Facilities Operations Supervisor	\$5,231	\$6,358	\$159		\$381		\$897	\$86	\$12			\$486	\$8,380
Federal Government - Bay Area	Maintenance Supervisor	\$5,593	\$6,523		\$326			\$697					\$486	\$8,032

Base Salary Median	\$7,266
Base Salary Mean	\$7,188
Percentage Above or Below Median	-23.61%
Percentage Above or Below Mean	-22.29%

Total Compensation Median	\$8,459
Total Compensation Mean	\$8,689
Percentage Above or Below Median	-15.24%
Percentage Above or Below Mean	-18.37%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Senior Drafting and Design Technician	\$5,179	\$6,355			\$318		\$1,121	\$97	\$23			\$92	\$8,006
City of San Jose	Senior Engineering Technician	\$5,421	\$6,595					\$977	\$102	\$17			\$96	\$7,787
City of Vacaville	Engineering Technician III	\$4,136	\$5,027					\$1,121	\$77	\$19			\$73	\$6,317
County of Alameda	Engineering CAD/D Technician III	\$5,027	\$6,004					\$1,185	\$124				\$459	\$7,772
County of Contra Costa	Engineering Technician Senior	\$5,128	\$6,248			\$305		\$1,134	\$73				\$478	\$8,238
County of Marin	Engineering Technician III	\$5,086	\$6,068			\$251	\$752						\$88	\$7,159
County of San Mateo	Delineator II	\$5,133	\$6,415			\$525		\$1,020	\$74	\$15			\$491	\$8,539
County of Santa Clara	Engineering Technician III	\$5,138	\$6,216			\$435		\$1,305	\$113	\$11			\$90	\$8,170
County of Solano	Engineering Technician Senior	\$4,414	\$5,365	\$134		\$322		\$897	\$86	\$12			\$410	\$7,226
Federal Government - Bay Area	Engineer Technician GIS-CADD	\$5,273	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,232
Base Salary Mean		\$6,115
Percentage Above or Below Median		-37.15%
Percentage Above or Below Mean		-34.57%

Total Compensation Median	\$7,896
Total Compensation Mean	\$7,762
Percentage Above or Below Median	-34.53%
Percentage Above or Below Mean	-32.24%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City and County of San Francisco	No Comparable Class													
City of Hayward	Engineering Technician	\$4,146	\$5,023		\$84	\$352		\$2,001	\$137	\$22			\$73	\$7,692
City of Oakland	Engineering Technician II	\$4,360	\$5,353			\$268		\$1,121	\$97	\$23			\$78	\$6,939
City of San Jose	Engineering Technician II	\$4,945	\$6,016					\$977	\$102	\$17			\$87	\$7,199
City of Vacaville	Engineer Technician II	\$3,733	\$4,537					\$1,121	\$77	\$19			\$66	\$5,820
County of Alameda	Engineering Staff Assistant	\$4,607	\$5,488					\$1,185	\$124				\$420	\$7,217
County of Contra Costa	Engineering Technician journey level	\$4,316	\$5,131			\$250		\$1,134	\$73				\$393	\$6,981
County of Marin	Engineering Technician II	\$4,466	\$5,320			\$220	\$730						\$77	\$6,346
County of San Mateo	Public Works Technician II	\$4,485	\$5,606			\$459		\$1,020	\$74	\$15			\$429	\$7,602
County of Santa Clara	Engineer Technician II	\$4,353	\$5,263			\$368		\$1,305	\$113	\$11			\$76	\$7,137
County of Solano	Engineering Technician	\$3,870	\$4,704	\$118		\$282		\$897	\$86	\$12			\$360	\$6,459
Federal Government - Bay Area	Engineer Technician	\$3,946	\$6,240		\$312			\$697					\$465	\$7,714

Base Salary Median		\$5,320
Base Salary Mean		\$5,335
Percentage Above or Below Median		-11.62%
Percentage Above or Below Mean		-11.93%

Total Compensation Median	\$7,137
Total Compensation Mean	\$7,010
Percentage Above or Below Median	-16.83%
Percentage Above or Below Mean	-14.75%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City and County of San Francisco	Graphic Artist	\$3,670	\$4,459			\$334		\$965					\$341	\$6,100
City of Hayward	No Comparable Class													
City of Oakland	Graphic Design Specialist	\$4,908	\$6,026			\$301		\$1,121	\$97	\$23			\$87	\$7,656
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Graphic Artist	\$4,694	\$5,666					\$1,185	\$124				\$433	\$7,408
County of Contra Costa	Graphic Designer	\$3,403	\$4,137		\$85	\$202		\$1,134	\$73				\$316	\$5,947
County of Marin	No Comparable Class													
County of San Mateo	Graphic Specialist	\$4,108	\$5,136			\$420		\$1,020	\$74	\$15			\$393	\$7,058
County of Santa Clara	Graphic Designer II	\$4,171	\$5,041			\$353		\$1,305	\$113	\$11			\$73	\$6,896
County of Solano	No Comparable Class													
Federal Government - Bay Area	Visual Information Specialist	\$3,563	\$5,667		\$283			\$697					\$422	\$7,070

Base Salary Median		\$5,136
Base Salary Mean		\$5,162
Percentage Above or Below Median		-14.06%
Percentage Above or Below Mean		-14.63%

Total Compensation Median	\$7,058
Total Compensation Mean	\$6,876
Percentage Above or Below Median	-21.16%
Percentage Above or Below Mean	-18.04%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City and County of San Francisco	General Laborer	\$3,842	\$4,671			\$350		\$965					\$357	\$6,344
City of Hayward	No Comparable Class													
City of Oakland	Public Works Maintenance Worker	\$3,484	\$4,278			\$214		\$1,121	\$97	\$23			\$62	\$5,795
City of San Jose	Maintenance Worker II	\$4,030	\$4,898					\$977	\$102	\$17			\$71	\$6,065
City of Vacaville	Maintenance Worker I	\$3,132	\$3,132					\$1,121	\$77	\$19			\$45	\$4,394
County of Alameda	Laborer	\$4,118	\$4,451					\$1,185	\$124				\$341	\$6,101
County of Contra Costa	Maintenance Worker I	\$3,232	\$3,929			\$192		\$1,134	\$73				\$301	\$5,628
County of Marin	No Comparable Class													
County of San Mateo	Road Maintenance Worker I	\$3,791	\$4,739			\$388		\$1,020	\$74	\$15			\$363	\$6,598
County of Santa Clara	Road Maintenance Worker III	\$3,941	\$4,760			\$333		\$1,305	\$113	\$11			\$69	\$6,591
County of Solano	No Comparable Class													
Federal Government - Bay Area	Maintenance Worker Roads	\$3,389	\$3,978		\$199			\$697					\$296	\$5,170

Base Salary Median		\$4,451
Base Salary Mean		\$4,315
Percentage Above or Below Median		-42.66%
Percentage Above or Below Mean		-38.30%

Total Compensation Median	\$6,065
Total Compensation Mean	\$5,854
Percentage Above or Below Median	-39.85%
Percentage Above or Below Mean	-34.99%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City and County of San Francisco	Industrial Hygienist	\$7,230	\$8,788					\$965					\$631	\$10,384
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Environmental Health and Safety Analyst	\$5,960	\$7,242			\$507		\$1,305	\$113	\$11			\$105	\$9,283
County of Solano	No Comparable Class													
Federal Government - Bay Area	Industrial Hygienist	\$6,320	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$8,217
Base Salary Mean		\$8,082
Percentage Above or Below Median		-24.94%
Percentage Above or Below Mean		-22.89%

Total Compensation Median	\$9,931
Total Compensation Mean	\$9,866
Percentage Above or Below Median	-23.25%
Percentage Above or Below Mean	-22.44%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City and County of San Francisco	Cook	\$3,761	\$4,572			\$343		\$965					\$350	\$6,230
City of Hayward	No Comparable Class													
City of Oakland	Cook III	\$3,844	\$4,720			\$236		\$1,121	\$97	\$23			\$68	\$6,265
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Cook	\$3,096	\$3,517					\$1,185	\$124				\$269	\$5,095
County of Contra Costa	Cook	\$3,096	\$3,517			\$172		\$1,134	\$73				\$269	\$5,165
County of Marin	Cook	\$3,544	\$3,872			\$160	\$686						\$56	\$4,774
County of San Mateo	Cook II	\$3,708	\$4,146			\$339		\$1,020	\$74	\$15			\$317	\$5,911
County of Santa Clara	Cook II	\$3,263	\$3,941			\$276		\$1,305	\$113	\$11			\$57	\$5,703
County of Solano	Cook	\$2,864	\$3,481	\$87		\$209		\$897	\$86	\$12			\$266	\$5,038
Federal Government - Bay Area	Cook	\$3,269	\$3,815		\$191			\$697					\$284	\$4,987

Base Salary Median		\$3,872
Base Salary Mean		\$3,953
Percentage Above or Below Median		-9.81%
Percentage Above or Below Mean		-12.12%

Total Compensation Median	\$5,165
Total Compensation Mean	\$5,463
Percentage Above or Below Median	-13.38%
Percentage Above or Below Mean	-19.93%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Risk Coordinator	\$4,997	\$6,000					\$1,185	\$124				\$459	\$7,768
County of Contra Costa	Senior Insurance Analyst	\$5,002	\$6,080			\$297		\$1,134	\$73				\$465	\$8,049
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Insurance Analyst	\$5,249	\$6,382			\$447		\$1,305	\$113	\$11			\$93	\$8,350
County of Solano	Risk Analyst	\$5,293	\$6,434	\$161		\$386		\$897	\$86	\$12			\$492	\$8,468
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$6,231
Base Salary Mean		\$6,224
Percentage Above or Below Median		-10.91%
Percentage Above or Below Mean		-10.79%

Total Compensation Median	\$8,200
Total Compensation Mean	\$8,159
Percentage Above or Below Median	-22.79%
Percentage Above or Below Mean	-22.18%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City and County of San Francisco	Legal Secretary I	\$4,526	\$5,501			\$413		\$965					\$421	\$7,299
City of Hayward	Legal Secretary II	\$4,155	\$5,075		\$84	\$355		\$2,001	\$137	\$22			\$74	\$7,748
City of Oakland	Legal Administrative Assistant	\$4,664	\$5,727			\$286		\$1,121	\$97	\$23			\$83	\$7,337
City of San Jose	Legal Administrative Assistant-I	\$4,670	\$5,675					\$977	\$102	\$17			\$82	\$6,853
City of Vacaville	Legal Secretary	\$4,054	\$4,928										\$377	\$5,305
County of Alameda	Legal Secretary	\$3,450	\$4,098					\$1,185	\$124				\$313	\$5,720
County of Contra Costa	Clerk - Senior	\$2,906	\$3,711		\$85	\$181		\$1,134	\$73				\$284	\$5,468
County of Marin	Legal Secretary II	\$4,376	\$5,020			\$207	\$721						\$73	\$6,021
County of San Mateo	Legal Secretary II	\$4,037	\$5,046			\$413		\$1,020	\$74	\$15			\$386	\$6,954
County of Santa Clara	Legal Secretary I	\$3,814	\$4,606			\$322		\$1,305	\$113	\$11			\$67	\$6,424
County of Solano	Legal Secretary	\$3,093	\$3,849	\$96		\$231		\$897	\$86	\$12			\$294	\$5,466
Federal Government - Bay Area	Legal Assistant Office Automation	\$2,877	\$4,632		\$232			\$697					\$345	\$5,906

Base Salary Median		\$4,974
Base Salary Mean		\$4,822
Percentage Above or Below Median		-41.47%
Percentage Above or Below Mean		-37.15%

Total Compensation Median	\$6,222
Total Compensation Mean	\$6,375
Percentage Above or Below Median	-30.64%
Percentage Above or Below Mean	-33.85%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City and County of San Francisco	Librarian I	\$4,845	\$5,891			\$442		\$965					\$451	\$7,748
City of Hayward	Librarian I	\$3,895	\$4,729		\$84	\$331		\$1,121	\$137	\$22			\$69	\$6,493
City of Oakland	Librarian II	\$5,073	\$6,230			\$312		\$1,121	\$97	\$23			\$90	\$7,873
City of San Jose	Librarian II	\$5,502	\$6,691					\$977	\$102	\$17			\$97	\$7,884
City of Vacaville	No Comparable Class													
County of Alameda	Librarian II	\$4,308	\$4,960					\$1,185	\$124				\$379	\$6,648
County of Contra Costa	Librarian	\$3,942	\$5,034		\$85	\$246		\$1,134	\$73				\$385	\$6,957
County of Marin	No Comparable Class													
County of San Mateo	Librarian II	\$4,552	\$5,689			\$465		\$1,020	\$74	\$15			\$435	\$7,699
County of Santa Clara	Librarian II	\$4,715	\$5,707			\$399		\$1,305	\$113	\$11			\$83	\$7,618
County of Solano	Librarian	\$3,870	\$4,704	\$118		\$282		\$897	\$86	\$12			\$360	\$6,459
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$5,689
Base Salary Mean		\$5,515
Percentage Above or Below Median		-11.61%
Percentage Above or Below Mean		-8.20%

Total Compensation Median	\$7,618
Total Compensation Mean	\$7,264
Percentage Above or Below Median	-17.84%
Percentage Above or Below Mean	-12.37%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Psychiatric Technician	\$3,567	\$4,555		\$85	\$222		\$1,134	\$73				\$348	\$6,418
County of Marin	No Comparable Class													
County of San Mateo	Licensed Psychiatric Technician	\$3,954	\$4,942			\$404		\$1,020	\$74	\$15			\$378	\$6,833
County of Santa Clara	Psychiatric Technician II	\$3,867	\$4,669			\$327		\$1,305	\$113	\$11			\$68	\$6,493
County of Solano	Psychiatric Technician	\$3,970	\$4,826	\$121		\$290		\$897	\$86	\$12			\$369	\$6,600
Federal Government - Bay Area	No Comparable Class													

Base Salary Median	\$4,748
Base Salary Mean	\$4,748
Percentage Above or Below Median	-30.10%
Percentage Above or Below Mean	-30.12%

Total Compensation Median	\$6,546
Total Compensation Mean	\$6,586
Percentage Above or Below Median	-39.88%
Percentage Above or Below Mean	-40.73%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City and County of San Francisco	Stationary Engineer		\$5,922			\$444		\$965					\$453	\$7,784
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Air Conditioner Mechanic	\$5,985	\$7,271					\$977	\$102	\$17			\$105	\$8,472
City of Vacaville	No Comparable Class													
County of Alameda	Stationary Engineer		\$6,375					\$1,185	\$124				\$488	\$8,172
County of Contra Costa	Stationary Engineer	\$4,672	\$5,151			\$251		\$1,134	\$73				\$394	\$7,003
County of Marin	Building Maintenance Worker III	\$5,047	\$5,533			\$229	\$736						\$80	\$6,578
County of San Mateo	Stationary Engineer II	\$5,855	\$5,855			\$479		\$1,020	\$74	\$15			\$448	\$7,891
County of Santa Clara	Refrigeration Mechanic		\$6,853			\$480		\$1,305	\$113	\$11			\$99	\$8,861
County of Solano	Building Trades Mechanic	\$4,112	\$4,998	\$125		\$300		\$897	\$86	\$12			\$382	\$6,800
Federal Government - Bay Area	AC Equipment Mechanic	\$4,479	\$5,223		\$261			\$697					\$389	\$6,570

Base Salary Median		\$5,855
Base Salary Mean		\$5,909
Percentage Above or Below Median		-39.17%
Percentage Above or Below Mean		-40.46%

Total Compensation Median	\$7,784
Total Compensation Mean	\$7,570
Percentage Above or Below Median	-41.35%
Percentage Above or Below Mean	-37.47%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Pharmacy Technician	\$3,007	\$3,655		\$85	\$178		\$1,134	\$73				\$280	\$5,405
County of Marin	No Comparable Class													
County of San Mateo	Pharmacy Technician	\$3,467	\$4,333			\$354		\$1,020	\$74	\$15			\$331	\$6,128
County of Santa Clara	Pharmacy Technician	\$3,389	\$4,092			\$286		\$1,305	\$113	\$11			\$59	\$5,867
County of Solano	No Comparable Class													
Federal Government - Bay Area	Pharmacy Technician	\$3,206	\$4,169		\$208			\$697					\$311	\$5,385

Base Salary Median		\$4,131
Base Salary Mean		\$4,062
Percentage Above or Below Median		-28.72%
Percentage Above or Below Mean		-26.59%

Total Compensation Median	\$5,636
Total Compensation Mean	\$5,696
Percentage Above or Below Median	-27.15%
Percentage Above or Below Mean	-28.51%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City and County of San Francisco	Plumber	\$6,143	\$7,466			\$560		\$965					\$571	\$9,562
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Plumber	\$5,985	\$7,271					\$977	\$102	\$17			\$105	\$8,472
City of Vacaville	No Comparable Class													
County of Alameda	Plumber		\$6,890					\$1,185	\$124				\$527	\$8,726
County of Contra Costa	Steamfitter	\$5,678	\$6,260		\$85	\$305		\$1,134	\$73				\$479	\$8,336
County of Marin	Building Maintenance Worker III	\$5,047	\$5,533			\$229	\$736						\$80	\$6,578
County of San Mateo	Stationary Engineer II	\$5,855	\$5,855			\$479		\$1,020	\$74	\$15			\$448	\$7,891
County of Santa Clara	Plumber	\$6,853	\$6,853			\$480		\$1,305	\$113	\$11			\$99	\$8,861
County of Solano	Building Trades Mechanic	\$4,112	\$4,998	\$125		\$300		\$897	\$86	\$12			\$382	\$6,800
Federal Government - Bay Area	Plumber	\$4,250	\$4,954		\$248			\$697					\$369	\$6,268

Base Salary Median		\$6,260
Base Salary Mean		\$6,231
Percentage Above or Below Median		-49.01%
Percentage Above or Below Mean		-48.32%

Total Compensation Median	\$8,336
Total Compensation Mean	\$7,944
Percentage Above or Below Median	-51.56%
Percentage Above or Below Mean	-44.42%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City and County of San Francisco	Microbiologist	\$5,679	\$6,905					\$965					\$528	\$8,398
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Microbiologist	\$5,592	\$6,796					\$977	\$102	\$17			\$99	\$7,991
City of Vacaville	No Comparable Class													
County of Alameda	Senior Microbiologist	\$4,997	\$6,000					\$1,185	\$124				\$459	\$7,768
County of Contra Costa	Senior Public Health Microbiologist	\$4,982	\$6,056		\$85	\$296		\$1,134	\$73				\$463	\$8,107
County of Marin	Microbiologist III	\$5,460	\$6,554			\$271	\$767						\$95	\$7,686
County of San Mateo	Public Health Microbiologist II	\$5,571	\$6,963			\$570		\$1,020	\$74	\$15			\$533	\$9,174
County of Santa Clara	Public Health Microbiologist	\$5,410	\$7,223			\$506		\$1,305	\$113	\$11			\$105	\$9,262
County of Solano	No Comparable Class													
Federal Government - Bay Area	Microbiologist	\$4,359	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$6,851
Base Salary Mean		\$6,839
Percentage Above or Below Median		-11.59%
Percentage Above or Below Mean		-11.41%

Total Compensation Median	\$8,253
Total Compensation Mean	\$8,540
Percentage Above or Below Median	-8.78%
Percentage Above or Below Mean	-12.56%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City and County of San Francisco	Administrative Analyst	\$5,014	\$6,095			\$457		\$965					\$466	\$7,983
City of Hayward	Administrative Analyst II	\$5,283	\$6,413		\$84	\$449		\$1,121	\$137	\$22			\$93	\$8,319
City of Oakland	Administrative Analyst	\$5,154	\$6,328			\$316		\$1,121	\$97	\$23			\$92	\$7,977
City of San Jose	Analyst II	\$5,540	\$6,732					\$977	\$102	\$17			\$98	\$7,926
City of Vacaville	Management Analyst II	\$5,796	\$7,043		\$70			\$1,121	\$77	\$19			\$102	\$8,433
County of Alameda	Management Analyst	\$5,184	\$6,947					\$1,185	\$124				\$531	\$8,787
County of Contra Costa	Administrative Services Assistant II	\$4,513	\$5,485			\$268		\$1,134	\$73				\$420	\$7,379
County of Marin	Administrative Analyst III	\$6,367	\$7,696			\$318	\$801						\$112	\$8,926
County of San Mateo	Management Analyst III	\$5,891	\$7,365			\$602		\$1,020	\$74	\$15			\$563	\$9,640
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Statistician	\$4,359	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$6,840
Base Salary Mean		\$6,832
Percentage Above or Below Median		-21.79%
Percentage Above or Below Mean		-21.65%

Total Compensation Median	\$8,376
Total Compensation Mean	\$8,530
Percentage Above or Below Median	-19.25%
Percentage Above or Below Mean	-21.45%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City and County of San Francisco	Data Not Available													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Epidemiologist II	\$5,346	\$6,562					\$1,185	\$124				\$502	\$8,373
County of Contra Costa	No Comparable Class													
County of Marin	Epidemiologist	\$5,687	\$6,977			\$288	\$779						\$101	\$8,146
County of San Mateo	No Comparable Class													
County of Santa Clara	Epidemiologist II	\$5,389	\$6,520			\$456		\$1,305	\$113	\$11			\$95	\$8,500
County of Solano	Epidemiologist	\$4,966	\$6,036	\$151		\$362		\$897	\$86	\$12			\$462	\$8,006
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		\$6,541
Base Salary Mean		\$6,524
Percentage Above or Below Median		7.14%
Percentage Above or Below Mean		7.39%

Total Compensation Median	\$8,259
Total Compensation Mean	\$8,256
Percentage Above or Below Median	3.52%
Percentage Above or Below Mean	3.56%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Safety and Loss Control Specialist	\$5,154	\$6,328			\$316		\$1,121	\$97	\$23			\$92	\$7,977
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Safety Officer Public Works	\$5,567	\$6,768					\$1,185	\$124				\$518	\$8,595
County of Contra Costa	Safety Services Specialist Level A	\$3,917	\$4,773			\$233		\$1,134	\$73				\$365	\$6,578
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Safety and Occupational Health Specialist	\$4,359	\$6,856		\$343			\$697					\$511	\$8,407

Base Salary Median		\$6,548
Base Salary Mean		\$6,181
Percentage Above or Below Median		14.02%
Percentage Above or Below Mean		18.84%

Total Compensation Median	\$8,192
Total Compensation Mean	\$7,889
Percentage Above or Below Median	10.94%
Percentage Above or Below Mean	14.24%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City and County of San Francisco	Security Guard	\$2,986	\$3,618			\$271		\$965					\$277	\$5,131
City of Hayward	No Comparable Class													
City of Oakland	Museum Guard	\$2,715	\$3,332			\$167		\$1,121	\$97	\$23			\$48	\$4,788
City of San Jose	Security Officer	\$3,653	\$4,442					\$977	\$102	\$17			\$64	\$5,602
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Public Service Officer	\$4,039	\$4,453		\$85	\$217		\$1,134	\$73				\$341	\$6,303
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Security Guard	\$2,571	\$3,739		\$187			\$697					\$279	\$4,902

Base Salary Median		\$3,739
Base Salary Mean		\$3,917
Percentage Above or Below Median		-41.68%
Percentage Above or Below Mean		-48.42%

Total Compensation Median	\$5,131
Total Compensation Mean	\$5,345
Percentage Above or Below Median	-34.36%
Percentage Above or Below Mean	-39.97%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City and County of San Francisco	Engineer	\$8,249	\$10,025					\$965					\$649	\$11,639
City of Hayward	No Comparable Class													
City of Oakland	Supervising Transportation Engineer	\$8,475	\$10,406			\$520		\$1,121	\$97	\$23			\$151	\$12,318
City of San Jose	Senior Engineer	\$8,225	\$10,258					\$977	\$102	\$17			\$149	\$11,503
City of Vacaville	Sr. Civil Engineer	\$7,923	\$9,631		\$96			\$1,121	\$77	\$19			\$140	\$11,084
County of Alameda	Supervisory Civil Engineer	\$8,240	\$10,020					\$1,185	\$124				\$649	\$11,978
County of Contra Costa	Associate Civil Engineer	\$6,226	\$8,376	\$209	\$85	\$409		\$1,134	\$73				\$625	\$10,911
County of Marin	No Comparable Class													
County of San Mateo	Senior Civil Engineer	\$7,431	\$9,289			\$760		\$1,020	\$92	\$15			\$638	\$11,814
County of Santa Clara	Senior Civil Engineer	\$7,873	\$9,594			\$672		\$1,305	\$113	\$11			\$139	\$11,834
County of Solano	Engineering Services Supervisor	\$7,551	\$9,179	\$229		\$551		\$897	\$86	\$12			\$637	\$11,591
Federal Government - Bay Area	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$9,613
Base Salary Mean		\$9,303
Percentage Above or Below Median		-7.22%
Percentage Above or Below Mean		-3.77%

Total Compensation Median	\$11,615
Total Compensation Mean	\$11,240
Percentage Above or Below Median	-9.46%
Percentage Above or Below Mean	-5.92%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City and County of San Francisco	Junior Administrative Analyst	\$3,816	\$4,637			\$348		\$965					\$355	\$6,305
City of Hayward	Admin Analyst I	\$4,500	\$5,465		\$84	\$383		\$1,121	\$137	\$22			\$79	\$7,291
City of Oakland	Administrative Analyst I	\$4,452	\$5,466			\$273		\$1,121	\$97	\$23			\$79	\$7,060
City of San Jose	Analyst I	\$5,077	\$6,171					\$977	\$102	\$17			\$89	\$7,356
City of Vacaville	Management Analyst I	\$4,919	\$5,979		\$60			\$1,121	\$77	\$19			\$87	\$7,342
County of Alameda	Administrative Specialist I	\$4,380	\$5,321					\$1,185	\$124				\$407	\$7,037
County of Contra Costa	Administrative Analyst	\$3,709	\$4,509		\$85	\$220		\$1,134	\$73				\$345	\$6,366
County of Marin	Administrative Analyst I	\$5,016	\$6,093			\$252	\$753						\$88	\$7,186
County of San Mateo	Management Analyst I	\$4,270	\$5,337			\$437		\$1,020	\$74	\$15			\$408	\$7,291
County of Santa Clara	Associate Management Analyst A	\$3,860	\$4,693			\$329		\$1,305	\$113	\$11			\$68	\$6,519
County of Solano	Management Analyst (Entry)	\$4,517	\$5,490	\$137		\$329		\$897	\$86	\$12			\$420	\$7,372
Federal Government - Bay Area	Management Analyst	\$4,359	\$5,667		\$283			\$697					\$422	\$7,070

Base Salary Median		\$5,466
Base Salary Mean		\$5,402
Percentage Above or Below Median		-22.93%
Percentage Above or Below Mean		-21.51%

Total Compensation Median	\$7,128
Total Compensation Mean	\$7,016
Percentage Above or Below Median	-23.66%
Percentage Above or Below Mean	-21.72%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City and County of San Francisco	Principal Administrative analyst	\$7,193	\$8,745					\$965					\$631	\$10,341
City of Hayward	No Comparable Class													
City of Oakland	Administrative Services Manager I	\$7,252	\$8,904			\$445		\$1,121	\$97	\$23			\$129	\$10,719
City of San Jose	Administrative Manager	\$7,330	\$8,932					\$977	\$102	\$17			\$130	\$10,158
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	Principal Administrative analyst	\$7,533	\$9,114			\$376	\$843						\$132	\$10,466
County of San Mateo	Administrative Services Manager I	\$6,623	\$8,278			\$677		\$1,020	\$92	\$15			\$624	\$10,706
County of Santa Clara	Administrative Services Manager I	\$5,961	\$7,248			\$507		\$1,305	\$113	\$11			\$105	\$9,289
County of Solano	No Comparable Class													
Federal Government - Bay Area	No Comparable Class													

Base Salary Median	\$8,825
Base Salary Mean	\$8,537
Percentage Above or Below Median	-44.03%
Percentage Above or Below Mean	-39.33%

Total Compensation Median	\$10,403
Total Compensation Mean	\$10,280
Percentage Above or Below Median	-36.73%
Percentage Above or Below Mean	-35.11%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City and County of San Francisco	Supervising Biologist	\$7,055	\$8,574					\$965					\$628	\$10,167
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Supervising Agricultural Biologist	\$5,198	\$6,320			\$442		\$1,305	\$113	\$11			\$92	\$8,283
County of Solano	No Comparable Class													
Federal Government - Bay Area	Supervising Biologist	\$6,321	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$8,217
Base Salary Mean		\$7,704
Percentage Above or Below Median		-19.14%
Percentage Above or Below Mean		-11.70%

Total Compensation Median	\$9,931
Total Compensation Mean	\$9,460
Percentage Above or Below Median	-17.70%
Percentage Above or Below Mean	-12.12%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City and County of San Francisco	No Comparable Class													
City of Hayward	Associate Transportation Engineer	\$6,063	\$7,358		\$84	\$515		\$1,121	\$137	\$22			\$107	\$9,344
City of Oakland	Transportation Engineer	\$6,895	\$8,465			\$423		\$1,121	\$97	\$23			\$123	\$10,252
City of San Jose	Associate Engineer	\$6,764	\$8,441					\$977	\$102	\$17			\$122	\$9,659
City of Vacaville	Associate Civil Engineer	\$7,153	\$8,693		\$87			\$1,121	\$77	\$19			\$126	\$10,123
County of Alameda	Associate Engineer	\$6,947	\$8,441					\$1,185	\$124				\$626	\$10,376
County of Contra Costa	Engineer - project level	\$7,040	\$8,164		\$85	\$398		\$1,134	\$73				\$622	\$10,477
County of Marin	No Comparable Class													
County of San Mateo	Associate Civil Engineer	\$6,413	\$8,017			\$656		\$1,020	\$74	\$15			\$613	\$10,395
County of Santa Clara	Associate Transportation Engineer	\$6,723	\$8,171			\$572		\$1,305	\$113	\$11			\$118	\$10,290
County of Solano	Civil Engineer	\$6,353	\$7,722	\$193		\$463		\$897	\$86	\$12			\$591	\$9,964
Federal Government - Bay Area	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$8,168
Base Salary Mean		\$7,908
Percentage Above or Below Median		-7.23%
Percentage Above or Below Mean		-3.82%

Total Compensation Median	\$10,187
Total Compensation Mean	\$9,789
Percentage Above or Below Median	-10.74%
Percentage Above or Below Mean	-6.40%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City and County of San Francisco	Shelter Veterinarian	\$7,111	\$9,074					\$965					\$635	\$10,674
City of Hayward	No Comparable Class													
City of Oakland	Veterinarian	\$6,577	\$8,076			\$404		\$1,121	\$97	\$23			\$117	\$9,838
City of San Jose	Animal Shelter Veterinarian	\$6,737	\$8,213					\$977	\$102	\$17			\$119	\$9,428
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Veterinary Medical Officer	\$6,321	\$8,217		\$411			\$697					\$606	\$9,931

Base Salary Median		\$8,215
Base Salary Mean		\$8,395
Percentage Above or Below Median		-24.94%
Percentage Above or Below Mean		-27.68%

Total Compensation Median	\$9,885
Total Compensation Mean	\$9,968
Percentage Above or Below Median	-22.70%
Percentage Above or Below Mean	-23.73%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Rehabilitation Counselor II	\$5,168	\$6,230					\$1,185	\$124				\$477	\$8,016
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Vocational Rehabilitation Counselor	\$4,359	\$5,667		\$283			\$697					\$422	\$7,070

Base Salary Median		\$5,949
Base Salary Mean		\$5,949
Percentage Above or Below Median		-22.22%
Percentage Above or Below Mean		-22.22%

Total Compensation Median	\$7,543
Total Compensation Mean	\$7,543
Percentage Above or Below Median	-21.32%
Percentage Above or Below Mean	-21.32%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007